

Courier

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Meet FIDO, the county's new top dog

There's a new dog in town—the Fairfax Inspections Database Online, or FIDO for short.

This new computer system fetches information about building plan reviews; building, zoning and fire permits; building, zoning and safety inspections; and public complaints about zoning or health issues.

FIDO serves two masters, both county staff and the public. It assists staff to review and process plans, permits, inspections and complaints. Residents, builders and contractors, on the other hand, can track whether their plans, permits or inspec-

tions are pending, approved or rejected.

While the latest module of the software made its public debut last week, several phases of the FIDO system have been built and implemented during the past three years. Additional phases for the

Fire and Rescue Department and the Health Department are still to come.

The new FIDO system is an enterprise platform that initially will be used by four county departments: Department of Planning and Zoning, Department of Public Works and Environmental Services, Fire and

See Fido, page 2



Awards recognize outstanding performance

The Forum was all noise and celebration on Friday, March 24, when Fairfax County recognized 85 employees for their good work. Three times a year, the county recognizes employees who perform their duties and responsibilities in an outstanding manner, and whose work is well above expectations. Congratulations to past and present award winners

and so many other employees who do top notch work on behalf of the county.

The next awards will be presented in June. Information, including award criteria and nomination forms, is on the Infoweb at <http://infoweb/hr/awards>. The list of award winners and photographs begin on page three.

See Awards, page 3





Tony Griffin

In honor of support staff

It falls to our administrative assistants to help move each agency through the throes of new business processes and to coach us in adapting to technology that changes every time we blink. They are expected to fire up enthusiasm in employees who need encouragement – and to handle the crisis of the day without breaking a sweat. It's not as easy as you might expect.

In honor of Administrative Professionals Day, the county will hold its eighth annual all-day Career and Professional Development Conference for administrative staff on Friday, April 21. Staff will join in participating in information-packed sessions and will have the opportunity to

network with peers who face similar challenges.

I encourage all administrative support staff to take advantage of this opportunity and ask that agency directors facilitate the opportunity for their staff to attend. ■

Tony Griffin

Career and Professional Development Conference for Support Staff

"Communicating in a Diverse Culture"

Friday, April 21, 7:45 a.m. – 3:34 p.m.

Government Center

- ♦ Keynote motivational speakers: Craig Storti and Alaina Love.
- ♦ Eat lunch while enjoying a fashion show in the Forum and the Employee Recycling Committee exhibit in the Atrium.
- ♦ Watch for registration forms available April 6.
- ♦ Catch a preview of this year's workshops on <http://infoweb/HR/ART>.

Go, Mason!

Good luck
in the
Final Four.

FIDO, from page 1

Rescue Department and Health Department. The Department of Information Technology is responsible for managing the implementation of the platform and shared capabilities.

Until now, these four agencies have been using dozens of computer systems to review plans, issue permits, conduct inspections and manage complaints. The largest system to be replaced by FIDO is the old Inspection Services Information System or ISIS, which was designed by county staff in 1978.

With a project of this size and complexity a few technical hiccups are inevitable during implementation, said **Stephen Garnier**, project manager with the Department of Public Works and Environmental Services.

As part of the transition to the new software, customers will be unable to use the county's Interactive Voice Response system to schedule inspections for the next four to five weeks.

However, FIDO offers a more robust

Web site and provides customers the opportunity to schedule inspections online, as well as by calling staff. The public will have 24/7 access to FIDO through the county's Web site at www.fairfaxcounty.gov/fido.

Although often invisible to

customers, FIDO creates back-end efficiencies that ultimately benefit them. Agencies can deliver more efficient customer service because they can share and access data more readily.

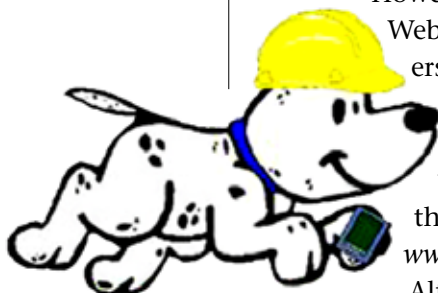
The system reduces data entry, for example. FIDO will automatically populate fields with the same information when issuing multiple permits for a single building, such as an apartment complex.

Leslie Johnson, with the Zoning Permit Review Branch, cited another example of how FIDO aids staff. Information about prof-fers and zoning violations will be accessible through the system.

Customers will continue to benefit as additional features are added.

Later this year, for example, the Fire and Rescue Department plans to issue its fire suppression and detection system permits directly, offering the public one-stop shopping. Customers will no longer be required to visit permit technicians in both the Fire Prevention Division and DPWES, thanks to FIDO.

"We are pleased with what has been accomplished with the three modules implemented to date," said Garnier. "The addition of the new ISIS replacement module will continue to provide better collaboration tools for staff and will greatly benefit our customers." ■



Outstanding Performance Awards

Awards are given for consistently high performance; performance with significant benefit to county operations; or exemplary performance on a specific project or assignment. Awards may be for individual, team or managerial excellence and suggestions. Those recognized receive \$300, a certificate of commendation, a day of administrative leave and a special mug. Awards were presented by County Executive Tony Griffin, Supervisor Penny Gross and Board Chairman Gerald E. Connolly. ■

Administration for Human Services

Michele L. Hicks, Admin. Assistant IV
Susan L. Horton, Admin. Assistant III
Ilse S. Pena, Admin. Assistant V
Angela B. Robinson, Mgt. Analyst III

Cable Communications & Consumer Protection

Jacob Schindler, Admin. Assistant II
Renaldo I. Turner, Admin. Assistant II

Community & Recreation Services

Christopher E. Scales, Park/Rec. Specialist IV
Joyce A. White, Park/Rec. Specialist III
Janet L. Young, Park/Rec. Specialist I

Community Services Board

Mental Health Services

Tammy J. Hawkins, Admin. Assistant II



Belinda Buescher

Family Services

H. Barry Barr, Social Worker III
Belinda A. Buescher, Information Officer III
Cathy M. Cooper, Social Worker III
Cyrese M. Dearing, Social Worker III
Vanessa G. Jenkins, Social Worker III
Linda Held Kain, Human Service Worker III
Linda A. Marrama, Human Service Worker IV
Matthew D. Vaughan, Human Service Worker IV

Finance

Joel C. Comer, Accountant III
Teri Flynn, Risk Manager
Annette M. Lowery, Admin. Assistant IV

Fire & Rescue

Katie Mangione, Prog. & Procedures Coordinator
Timothy B. Middleton, Material Reqt. Specialist
Kimberly A. Panzer, Mgt. Analyst III

Health

Tara V. Brokaw, Human Serv. Worker II
Delethia S. Crosby, Admin. Assistant V



Denise Childress

Suzanne Dorick, Public Health Nurse III
Brooke H. Gorski, Public Health Nurse II
Jennifer S. Johnson, Environ. Health Specialist II
Gail S. Koontz, Public Health Nurse II
Maria J. Padmore, Human Services Assistant
Elizabeth A. Miller, Public Health Nurse II

Julienne Warner, Public Health Nurse II
John M. Yetman, Env. Health Specialist II

Housing & Community Development

Darlene M. Grimes, Housing Services Spec. III
Kristina M. Norvell, Information Officer III
Myah E. Schwartz, Housing Community Developer IV

Human Resources

Denise R. Childress, Personnel Analyst III

Information Technology

Karen H. Field, Information Tech. Project Mgr. II
Jennifer L. Penner, Info.rmation Sec. Analyst I

Juvenile & Domestic Relations District Court

Joseph K. Diseati, Probation Counselor II
Mildred F. Hamilton, Admin. Assistant III

Library

Linden M. Renner, Librarian III
Patricia L. Van Slyke, Librarian I

Park Authority

Lori E. Bassford, Safety Analyst
Shashi K. Dua, Accountant II
Carey D. Hawkins, Heavy Equip. Operator
Brian K. Johnson, Park/Recreation Assistant
Michael R. McCaffrey, Naturalist II
Kay H. Rutledge, Planner IV
Dale L. Willingham, Preventive Maint. Specialist

Planning & Zoning

Phoebe R. Horio, Admin. Assistant II
Donna Pesto, Planner III

Police

Mark D. Hopson, 2nd. Lieutenant

Public Affairs

John C. Nash, Information Officer II

Public Works & Environmental Services

Capital Facilities
Christina Y. Dodge, Eng. Technician III



Renaldo I. Turner, Jacob Schindler

Go, Mason!

**Good luck
in the
Final Four.**



2/Lt. Mark Hopson

Michael G. Fegan, Engineer III
 Katayoon Shaya, Engineer III
 Richard E. Foelsch, Engineer III
 James Ratliff, Senior Right-of-Way Agent



Cyrese Dearing and Vanessa Jenkins

Land Development Services

John A. Friedman, Engineer III
 Penelope A. Rood, Code Enforcement/Complaint Coordinator III

Solid Waste Disposal & Resource Recovery

Wayne Blake-Hedges, Eng. Technician III
 Amarjit S. Riat, Engineer IV

Purchasing

Jeffrey F. Lee, Admin. Assistant III

Retirement Administration

Tushar Gadre, Retirement Counselor

Sheriff

Stacey A. Kincaid, Lieutenant

Tax Administration

Randy Bruce, Information Tech. Project Mgr. III
 Janet E. Coldsmith, Director, Real Estate Division

Team Excellence Award

Team Excellence Awards recognize the outstanding efforts of groups of employees, often from different agencies, with interdisciplinary membership. Teams may be a diverse group who come together to accomplish a specific goal and then disband, or an on going group that has performed in an outstanding manner on a specific project which has a start and end date. Team members receive \$300, a certificate of commendation, a day of administrative leave and a special team cap.

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Public Safety Communications Change Team

The Change Team brought together resources from a variety of disciplines to address ongoing recruitment, retention and other organizational issues within the former Public Safety Communications Center as it transitioned from the Police Department to an independent agency. The team developed an inclusive change plan which addressed five key areas: work environment/culture; recruitment; training and development; organization and operations; and organizational accountability. The center's workforce gave consistent, enthusiastic and positive feedback about the change effort, that has resulted in a significant reduction in turnover, and a more involved and constructive work environment. ■



County Executive

Amanda S. McGill, Program & Procedures Coordinator

Fire & Rescue

John A. Burke, Deputy Chief
 John E. Hart, Captain I

Management & Budget

Debra L. Dunbar, Budget Analyst IV

Park Authority

Elisa L. Lueck, Mgt. Analyst III

Police

Shawn M. Barrett, Major
 Brian J. Murcek, MPO

Public Affairs

Jim Person, Information Officer III

Public Safety Communications

Ian P. Gregoire, Public Safety Communicator III
 Laura P. Hartnett, Assistant Squad Supervisor

Kimerly J. Joca, Assistant Squad Supervisor
 Wrentree S. Kelly, Assistant Squad Supervisor
 Tammy L. Murcek, Squad Supervisor
 Jon H. Ronan, Public Safety Communicator III
 Margaret R. Skidmore, Public Safety Communicator III

Public Works & Environmental Services

Kristi G. Dooley, Training Specialist

Look before you cross is always good advice for pedestrians

Pedestrian safety isn't just the responsibility for those on foot. If you're behind the wheel, it's your responsibility too.

Fairfax County Board of Supervisors Chairman **Gerald Connolly** joined with other area leaders at the launch of the annual "Street Smart" safety campaign last week. Coordinated by the Metropolitan Washington Council of Governments, the regional campaign will use a one-month burst of radio, billboards, bus advertising, print ads, handouts and posters to change the behavior of pedestrians, bicyclists and motorists — and save lives.

In 2002, the Board of Supervisors initiated a comprehensive Pedestrian Program for Fairfax County. This January, the county's Pedestrian Safety Task Force, which included residents, appointed commission members and county staff, delivered its report. "This document will not just sit on the shelf; it will be imple-

mented," said Connolly. "Improving pedestrian safety is an essential part of the county's Four-year Transportation Plan." The report offers a plan for implementing safe, effective pedestrian facilities and a coordinated, collaborative education program. The full report can be found at www.fairfaxcounty.gov/fcdot/pedestrian.htm.

However, the report only marks one of the county's efforts to improve pedestrian safety.

The board also successfully pursued a change to state law, allowing the county to put "Yield to Pedestrian" signs at designated intersections. Currently, the signs are installed at more than 125 intersections in the county, and the signs warn motorists that they can be fined up to \$500 for failing to yield to pedestrians.

You can do your part for pedestrian safety too. Next time, you're behind the wheel pay attention to pedestrian and bicyclists. ■

**Pandemic Flu
Town Hall
Meeting
7 p.m.,
Tuesday,
April 18**

**Board
Auditorium**

Go, Mason!

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in the
Final Four.**

Career and Entrepreneurship Expo a resounding success

More than 1,800 job seekers and entrepreneurs attended the Second Annual Envision Your Success Career and Entrepreneurship Expo on March 18 at the Fairfax County Government Center.

Attendees were able to network with more than 50 employers and economic service providers including CVS, Safeway, Verizon, Giant Foods, Pinkerton Security, Inova Health System and George Mason University. Participants were welcomed by Keynote Speaker Virginia Secretary of Technology **Aneesh Chopra**, as well as Board Chairman **Gerald E. Connolly**. Chopra encouraged everyone to take this opportunity to "uncover their hidden talents," and then be sure to tell every potential employer about their skills and abilities. The job seekers also were asked by Small Business Administration Regional Administrator **Stephanie Watkins** to explore the possibility of starting their own business. These words from the speakers were reinforced throughout the day at various workshops, which addressed employment issues and small business topics.



Job seekers who filled out applications at the Transportation Security Administration table were part of more 1,800 attendees at the Career and Entrepreneurship Expo. (Photos by Joe Battista, DFS.)



Focus on Benefits



Go, Mason!

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Final Four.

The Good Old Days are just a myth

If you ever have any doubts about whether or not you could go back to the “good old days,” let me clear that up for you. The answer is NO. The time before technology ruled our lives is long gone. And one good example of our dependency on technology is Online Pay Advice.

When the program began, HR knew change did not come easy to people, so it was decided to let the current employees opt out. However, it was mandatory for those merit employees hired after January 1, 2005.

The program started on that date with about 14 percent of the county employees signed up and one short year later that number is at 34 percent. HR knew it was a good program that could save the county money and make it easier for employees to get their information but getting that many employees signed up so quickly exceeded the wildest expectations.

And the numbers are growing rapidly. In just the last two months alone almost a hundred of those “grandfathered” employees decided to make the switch.

Is it the ease of gathering data for a mortgage application that has people excited? Or

perhaps is it because it's tax time and no one wants to shuffle through the stacks of unopened mail that makes the online process so appealing. Having the most recent 36 pay advices at their fingertips is nice, but maybe not having payroll information sitting unguarded in a mailbox all day is what is driving the numbers up. Whatever the reason, there are more limited-term and part-time employees as well as more of the oldtimers signing on.

The option to have pay advice automatically sent to your county inbox the day after payroll runs has also been well received. This allows employees to view their hours and dollars before the money is direct deposited. Errors can be seen quicker, and leave balances are no longer a mystery.

To print or not to print is an option left to the employee, but why bother keeping a hard copy when you just have to point and click to see it again?

We like data fast, accurate and safe, and Online Pay Advice delivers! If you're still in the dark ages you may want to check it out today. You can find instruction on the Infoweb at <http://infoweb/HR/payroll/onlinepayadvice.htm>. ■

HIPAA privacy notices available

The Fairfax County health plan is committed to ensuring the privacy of protected health information for employees and their dependents enrolled in the plan. Under the terms of the Health Insurance Portability and Accountability Act (HIPAA), employees must be notified every three years on how to obtain copies of the county health plan's Notice of Privacy Practices. These notices are available from several sources: HR Central, the HIPAA section of the benefits page on the Infoweb, in the Benefits Handbook that is available from the HR Central, your agency human resources department and on the Internet at www.fairfaxcounty.gov/jobs/forms/FxBenefits.pdf.

For more information about HIPAA call HR Central at 703-222-5872, TTY 222-7314. ■

2005 Flexible Spending Account deadline today!

Employees who participated in the County's medical and/or dependent care flexible spending accounts last year must file any 2005 claims for reimbursement by today, March 31, 2006, with Ceridian. If claims are not submitted by the deadline, amounts remaining in the 2005 accounts will be forfeited. To be eligible for reimbursement, expenses must have been incurred on or before Dec. 31, 2005. Ceridian reimbursement request forms are available on the Benefits home page under “Forms/Flexible Spending Accounts” on the county's Infoweb and can be faxed to 1-877-799-8820. Claims also can be mailed to Ceridian FSA Services, P.O. Box 534134, St. Petersburg, FL 33747, but must be postmarked as of today. ■

**HR Central
has benefit
information.
703-324-4900,
TTY 703-222-7314**

Briefs

Briefs

Briefs

Seventh Annual Tim Harmon 5K Run/Walk

Start training now for the seventh annual Tim Harmon 5K Run/Walk sponsored by Alcohol and Drug Services in honor of Tim Harmon, a past county employee who died of Hepatitis C in 1999. The event will be held on June 17 at the Fairfax County Government Center, 12000 Government Center Parkway to raise awareness of substance abuse and Hepatitis C. As an added bonus this year, the Police Department is challenging the Fire and Rescue Department in the race. Individual registrations received by June 3 are \$17; from June 4-17, the cost is \$20. For race information, call 703-934-8756, TTY 711, or e-mail peggy.cook@fairfaxcounty.gov. To register online, visit <http://racepacket.com>.

New name; Same mission

Kidsave Fairfax has a new name... but the same mission of working with children and potential adoptive families, mentors, and advocates. The new name was selected by an independent committee from almost 40 entries submitted by staff and children. Now, you can call us

the Fairfax Families4Kids initiative. Congratulations to **Teryl Reed Bowen** for her winning entry which rewarded her with \$100. Now we can forge ahead with a new name, wonderful kids, host families, mentors, volunteers and staff. Thanks to all of you who submitted entries; we tremendously value your support. If you have questions, please contact **Beverly Howard**, DFS, 703-324-7518, TTY 711.

Co-Ed softball league organizational meeting

There is an organizational meeting for the Fairfax County Employee's Co-ed Softball League on Tuesday, April 18, from 1 to 2 p.m. in Conference Room 8 in the Government Center. All teams wishing to participate MUST be represented at this meeting. New rules and regulations will be voted on and discussed. For players without teams, or if you want more information, please contact **Ed Cook** at 703-324-2773, TTY 711.

Animal shelter dedication

Fairfax County Animal Shelter is dedicating a new dog exercise area tomorrow, April 1, from 9 to 10 a.m.

The dedication will celebrate the life and legacy of Dr. **Susan M. Hall** and her commitment to shelter pets. For many years, she served as veterinarian at the Centreville Animal Hospital and represented the Sully District on the Fairfax County Animal Services Advisory Commission. RSVP for this event to the Sully District supervisor's office at 703-814-7100, TTY 711, or stop by the at 4500 West Ox Road during visiting times and see what facilities are available to house homeless pets. For more information, please call the Animal Shelter at 703-830-1100, TTY 793-691-3255.

What Does RESPECT mean?

Join the Office of Equity Programs for a brown-bag session titled "Without Regard" on Thursday, April 13, from 1:30 to 3 p.m. in the Government Center. This discussion on respect will feature the video "Without Regard" that explores various workplace scenarios where differing ideas of respect can lead to discrimination complaints. Register by calling 703-324-2207, TTY 711, or e-mail oeprtraining@fairfaxcounty.gov. ■

Breaking the ground for the Oakton Library

Anyone who lives, works or goes to school in the Providence District can bring a shovel and participate in the groundbreaking ceremony for the Oakton Library on Saturday, April 8, at 10 a.m. The site is at the corner of Hunter Mill Road and Lynnhaven Place; residents are asked to park at the Unity of Fairfax Church at 2854 Hunter Mill Road in Oakton.

The new building will be the first Fairfax County Public Library branch located in the Providence District and the first of two new branches to be constructed from funds approved by voters in a 2004 bond referendum. It will cost an estimated \$9.2 million, and is scheduled to open in the fall of 2007 with a collection of about 75,000 books and other materials. ■



ERICA nominations due

The ERICA — Employee Recycling Committee Award — recognizes individuals or groups within county government who have demonstrated an exceptional commitment to recycling in the workplace. Who is a dedicated recycler? You may know him or her (or even be that person!): the co-worker who makes sure that everyone in your office has blue bins at their desk for paper; the person who always makes sure that old printer cartridges are sent back to the manufacturer; the employee who only buys recycled products from Office Depot; and the person who goes above and beyond the call of duty to sponsor special projects, events and incentives to get others in the workplace to recycle. If you know of an individual or group who meet this standard, nominate them for the ERICA award! Please go to the Employee Recycling Committee Infoweb page to find out more about the award and to fill out an entry form. The deadline for nominations is COB Friday, April 7. The ERICA will be awarded in April and the winner(s) will be announced in NewsLink, Courier and the committee Infoweb page. If you have questions, contact **Marion Plummer**, 703-324-5451, TTY 711. ■

Click, click

Don't forget the Courier Photo Contest. Enter your favorite pictures in one of eight categories: Snapshots, County-related, Nature, Structures, Floral, People, Animals and Quirky.

The contest rules were published in the Feb. 17 Courier while the application form followed in the March 3 issue. You can get both on the Infoweb at <http://infoweb/courier>. But remember, the deadline is April 21. ■

Hair today, gone tomorrow!



On Friday, March 17, in bars, clubs and restaurants around the world, people shaved their heads to save lives. In Centreville, Sully District Supervisor **Michael Frey**, Westfield High School Principal **Mike Campbell** and Police Captain **Bill Gulsby** gathered with area residents at Fast Eddies'/Lafter Hours to go bald and raise money for the St. Baldrick's Foundation. The beneficiary was CureSearch Children's Oncology Group - the world's foremost childhood cancer research organization.

The Centreville event raised more than \$30,000, and nationwide St. Baldrick's events have raised over \$4.6 million this year. For more information or to make a donation, go to www.stbaldricks.org. ■


URS Board filling one position

Nominations are being accepted for a member of the Uniformed Retirement System Board of Trustees representing one of the two positions for the Fire and Rescue Department. Currently, the position is held by **Kevin Kincaid**, whose term expires on June 30, 2006.

Eligible employees include all employees of the Fire and Rescue Department and members of the Uniformed Retirement System. Nomination petitions are available from the Fire and Rescue Department's Payroll Section or from the Department of Human Resources. Petitions must be returned by 4:30 p.m. on April 21. If two or more candidates are nominated, the election will be held between May 19 and June 8. The winner of the election will serve

a four-year term, beginning July 1. Ballots and other information will be made available later.

Contact **Bob Fitzpatrick**, Department of Human Resources at 703-324-3306, TTY 711, or by e-mail at robert.fitzpatrick@fairfax-county.gov if you have questions. ■



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